



MSH Bulletin

Volume 25, Issue 1

January 5, 2022

**Madison State
Hospital**

711 Green Road
Madison, IN 47250
812-265-2611

**MSH
MISSION:**
*Mending the Mind
Supporting the Spirit
Healing with Hope*

VISION:
*Safely deliver
meaningful, quality,
and compassionate,
psychiatric care
to our patients
and their families.*



Madison State Hospital

Theresa Robinson, M.A.
Staff Development Director
Director of Marketing

Happy 2022!

Fellow state employees,

2021 has proven to be a year of great challenges – and many opportunities. We continue to provide great government service, adapting to the challenges of the pandemic and moving forward with our priorities to continue to make the Hoosier state the best it can be. You all have played a key role in these efforts.

It is important to acknowledge the unprecedented workforce challenges of the last two years. We've made adjustments, and the State of Indiana workforce has done a great job adapting and continuing to get the job done. But it has become clear that we must take steps to make our state compensation more competitive.

To that end, I want to outline the first part of a multi-step process we are undertaking to increase salaries for all state employees and recognize your work.

For the first time in a dozen years, state employees are receiving a general salary adjustment that will be reflected on the January 19 paycheck. Most full-time, regular employees of the executive branch will receive an initial salary increase of \$1,300, after which an additional 2.5 percent increase will be applied. Because the average increase for full-time employees will be approximately 5 percent, part-time, intermittent, and seasonal employees will receive a 5 percent increase to their wages.

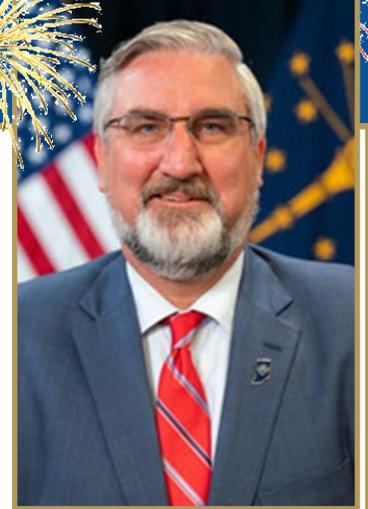
In addition, annual performance assessments will be completed, resulting in one-time bonuses paid in early March. Employees rated as successful will receive \$500; employees who exceed expectations will receive \$1,000, and employees rated exemplary will receive \$1,500.

This is the start of our multi-step process to make sure we are taking care of our most valuable resource, which is you. A comprehensive compensation review is underway and will be finalized this spring. The results will inform us in shaping salaries for the next biennium budget.

Your work, day-in and day-out, to provide Hoosiers with excellent government service is the foundation that allows our state to work and to thrive. I'm proud of your accomplishments across all of our agencies during this tumultuous time.

Thank you for your service. May you and your families have a healthy, safe and successful New Year!

Sincerely, Governor Eric J. Holcomb



5 Mental Health Goals for Trauma Survivors in the New Year

Kaytee Gillis, LCSW-BACS

Using trauma-informed methods can help survivors make goals for the coming year.

KEY POINTS

- Many survivors struggle to move forward and make new goals due to a history of not feeling control over their own stories.
- Trauma survivors can empower themselves to push through wounds and create a new meaning to move forward.
- Some might need an extra push to engage in self-care during this time of year due to feeling guilt when taking care of themselves.



The end of the holiday season is followed by a temperature drop, an inevitable parade of weight loss commercials, and societal pressure to set self-improvement goals. Marking the end of our second year in a pandemic, the 2022 annual ball "dropping" brings with it feelings of relief, grief, and eagerness.

Ongoing studies show upward trends of depression and anxiety and decreased motivation and focus, indicating that the pandemic's effects are being widely felt throughout our communities.

Setting goals has long been an end-of-the-year tradition. But for trauma survivors, who may struggle with lack of motivation and decreased self-esteem, this tradition can bring about feelings of stress and apprehension. While many express a desire to decrease reductive feelings and symptoms that plagued the passing year, it is necessary to do this with a trauma-informed approach, including being mindful of challenges and setting realistic expectations.

The following five tips will help you bring positive changes to your mental health into the coming year:

1. Work towards decreasing "all or nothing" thinking.

Many enter January with unattainable goals and unrealistic expectations of how to achieve them. They worry that any mistake or deviation from these plans will stain the blank canvas of the new year. As with any goal, it's imperative to start small. Suppose you promise yourself that you will not feel depressed or anxious in the coming year. In that case, you will inevitably feel frustrated with yourself for "failing" the first time these familiar feelings return.

All or nothing thinking is a cognitive distortion that makes you think everything is perfect or a complete disaster. ***You either do everything correctly, or you have failed at your goal.*** This is not only unrealistic, but it's unfair to you. Make your first goal one of understanding: that not all progress is linear and that showing compassion for yourself is essential to moving forward.

2. Make an effort to learn and grow positively.

Mental health is not always quantifiable—we do not progress from steps one through five and then declare ourselves cured. There will undoubtedly be setbacks as you navigate this new year. Make a goal to have one positive change you're working towards or several small changes that represent a bigger picture of growth.

Maybe it is to decrease the time you usually spend worrying. Maybe it is to read three books pertaining to your growth. Do not promise yourself that you will never again break down and cry, spend the day in bed, or snap at a loved one.

Instead, focus on creating awareness, be more aware of the negative feelings and decrease the amount of time sitting in them.

Remember that any time spent moving forward is progress, even if you take breaks or have to reset.

3. Make it a priority to validate your truth.

Survivors of abuse and family trauma have usually spent a long time being invalidated, and their stories denied, many times from those who perpetuated the abuse. Own your truth and your story, and know that not everyone has to see it to make it valid. Use your truth to move forward.

4. Prioritize what makes you feel happy while setting boundaries.

Every year I hear people tell me how much they dislike their job, weekly spin group, being the primary housecleaner, or another obligation. Take inventory of your life and what brings you joy. Consider re-evaluating or even changing if you find that more than 25 percent of your activities do not bring you joy. It might be that you are unable to give up the monthly school banquet at your son's school, but perhaps you can take less of the responsibility of driving the kids to and from practice every day by asking to share with another school parent. Discuss the benefits of ordering from a food delivery service to save time and energy, or ask to share the cooking or household responsibilities with your partner or roommate.

Trauma survivors carry with them a lot of guilt, which can be a barrier to saying "no" and setting boundaries about what they do not want to do. They were usually taught that it is somehow wrong or shameful to partake in "selfish" activities so that self-care can feel uncomfortable at first. Practice small things, such as saying no to fixing your friend's car for free, and use that time doing something you enjoy.

5. Understand that you are a growing and changing being who comes with traumas, accomplishments, and areas for growth.

I often give my clients "homework" to put their traumas in a box on a shelf. This can be done literally or figuratively. Many who have survived trauma feel that it will always be a part of who they are—much like a broken leg that never heals the same. It does not do any good to tell people to forget, move past, or leave their trauma in 2021, for this is unrealistic.

Instead, understand that it is something you take with you into the new year, but perhaps it isn't on the countertop to greet you every morning. Decorate the box however you feel compelled to paint a coat of armor or another form of protection. Some make it into their favorite superhero. Some use colors or themes that symbolize strength and growth. Add objects or write words that symbolize things that have helped you along your journey to recovery. Then *put it on the shelf* in a closet or somewhere hidden.

The symbolism of having it available but not visible will help with the moving forward process and remind you that you are a whole person with many aspects and qualities.

Above all else, show yourself compassion, love, and support. You can restart or change any goal at any time. While it is difficult to quantify mental health progress, the goal is to feel better about yourself and your environment. We do not know what 2022 will bring, but we can build a strong foundation for whatever may come.

<https://www.psychologytoday.com/us/blog/invisible-bruises/202112/5-mental-health-goals-trauma-survivors-in-the-new-year>



**American
Red Cross**

Please Help!

The American Red Cross has identified a severe blood shortage and platelet shortages.

Contact <https://www.redcross.org/> or **1-800-RED CROSS** (1-800-733-2767) to sign up for local donor sites and times.

Cybersecurity Training for All Staff:

Statewide Learning Assignments were processed for IOT's latest Cybersecurity eLearning titled "**Internet Security and You**" (IOT_KB4_000023)

- ⇒ All employees and contractors are assigned this training.
- ⇒ Employees should see a SuccessFactors Learning assignment notification showing a completion **due date of Tuesday, January 25, 2022.**
- ⇒ The module should take around **14 minutes to complete.**
- ⇒ **This is a mandatory training.**

You may find the user login guide here: <https://www.in.gov/spd/trainingopportunities/files/SAP-SuccessFactors-Learning-Management-System-User-Login-Guide.pdf> Please contact your supervisor or Staff Development if you need assistance. Theresa (7316) or Deb (7235). Thank you!



Updating Parking Permits

It's that time again to update your parking permit information.

Please email Kathy Perry at Switchboard your **license plate number** and your **parking permit number**. If you have a handicapped license plate or placard include those numbers.

Kathy's email is: Kathryn.Perry@fssa.IN.gov

Thank you for your cooperation!



The Salvation Army Coat Drive

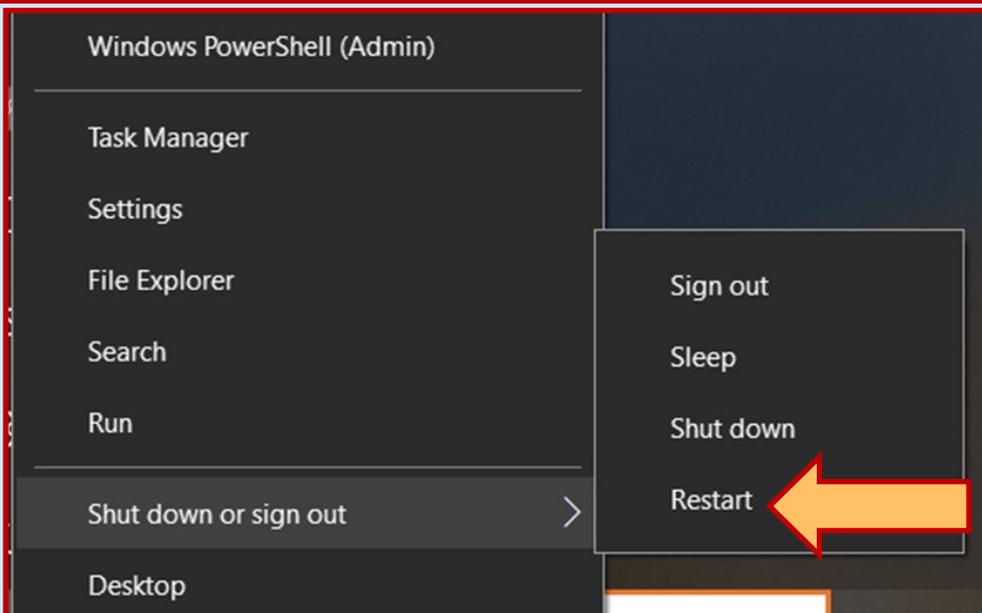
The Salvation Army distributes winter coats to local homeless communities and to persons in need. They have received very few coats this year and are in **great need** for coats.

Please check your closets and storage bins at home to see if your family has any coats or jackets that aren't being used. Every size is wanted.

Please leave the coats on the bench across the hall from Central Nursing Office. Dr. Moseng will be delivering the coats to the Salvation Army as they come in.

Your compassion is greatly appreciated!





Reminder from IT

To help ensure that PCs run more efficiently and receive the security patches they need, please **“Restart”** your PC at the end of the day.

For those PCs in shared environments such as chart rooms, the PC should be restarted at least once every 24 hours.

Also, never use the “Switch User” function. **Always “logoff”** the PC when you are done. Also, please call the **Helpdesk at 7245** for all IT related issues. Thank you!

Healthy Communities Initiative

What is the Healthy Communities Initiative (HCI) of Jefferson County?

Funded by the King's Daughters' Hospital Foundation and with resource support from King's Daughters' Health and the Envision Healthy Communities Committee, the Healthy Communities Initiative (HCI) of Jefferson County focuses on bringing community members together to address the major health needs of the community - making our county a healthier and safer place to live.

What major health needs are addressed by the HCI?

HCI uses the **Community Health Needs Assessment (CHNA) produced for King's Daughters' Health** to determine the major health needs for the county. The most recent CHNA (October 2019) determined the following to be the top health issues in Jefferson County. Those are as follows:

- **Substance Abuse/Addictions**
- **Mental Health**
- **Tobacco Use**
- **Nutrition, Physical Activity and Weight**
- **Diabetes**
- **Heart Disease and Stroke**
- **Cancer**
- **Respiratory Diseases**
- **Injury and Violence**
- **Access to Healthcare Services**



Contact us

Call: **812.200.0910**

Visit: **1373 East State Road 62
Madison, IN 47250**

<https://www.kdhmadison.org/img/logo.png>